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EX-11  
Medicine

# UNIVERSITY OF TORONTO

## REPORT OF THE STANDING COMMITTEE ON THE FACULTY OF MEDICINE

ON THE SUBJECT OF  
REORGANIZATION.

1892.



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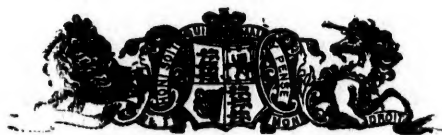
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## REPORT OF THE STANDING COMMITTEE

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## FACULTY OF MEDICINE ON THE SUBJECT OF REORGANIZATION.

1892.

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The Committee on the Medical Faculty beg leave to report, as follows :—

1. We have held many meetings with a view to the discharge of the important duty devolving upon us in connection with the appointments to the Medical Faculty, to be made pursuant to the statute, during this year.

2. We have thought it necessary to take a comprehensive view of the situation, and to avail ourselves of the experience of the last five years in reaching our conclusions.

3. We have to recommend several changes in the organization, which seem to us necessary for the efficient conduct of the work ; but we have thought it better not altogether to discard considerations arising out of the inception of the Faculty and the status of individuals, and our recommendations have been to some extent affected by these considerations.

4. Therefore our proposals as to reorganization are limited ; but they make in our opinion a very great improvement in the existing condition of affairs, and will also afford the opportunity of still further improvement from time to time, as occasion allows.

5. Accordingly we recommend that on the occasion of any vacancy hereafter in the staff, the Committee on the Medical Faculty reconsider the organization of the branch in which such vacancy may take place, before advising as to the action to be taken.

### [LECTURERS AND DEMONSTRATORS GENERALLY (NOT INCLUDING ASSISTANTS).

6. We recommend that in cases of first appointments to the staff they be for one year only, and that in other cases they be for not longer than three years ; with eligibility for reappointment in all cases.

### ANATOMY.

7. Our first enquiry was on the subject of Anatomy, in which, owing to the re-arrangement of fees lately effected, and the new conditions created by the occupation of part of the Biological Building, as well as the experience of the past, it appears to us that substantial reorganization should take place.

8. We recommend that there should be one Professor and Demonstrator, in practical charge of the Medical Faculty accommodation in the Biological Building; partaking in and responsible for the conduct of the instruction in and work of the dissecting room, and taking charge of the Registers and clerical work connected with the medical instruction in this building; and also giving didactic instruction and demonstrations to the first and second year students. The duties of this office would in effect preclude the Professor from continuing in general medical practice; and he would thus require, as in the case to be hereafter mentioned, of the Professor of Pathology, special consideration with reference to salary.

9. We believe that the work of instruction in Primary Anatomy can be best and most effectually discharged by the Assistant Demonstrators, dealing with their classes in the earlier part of the session; and we recommend accordingly. In this connection it has been suggested that this work of instruction could be best discharged if the attendance of the first year students commenced in the beginning of September.

10. We think that the instruction in Topographical Anatomy to students of the third and fourth year, whose other instruction is obtained exclusively in the old School Building, and in connection with the Hospital, should be given at the old School Building; and we recommend accordingly.

11. We think that the number of Assistant Demonstrators should be increased; that all appointments to the office of Assistant Demonstrator should be for one year; that all should be paid a small amount for the first year; that no reappointment should be made for the second or any subsequent year, save on condition of proved efficiency and satisfactory discharge of duty; that those who are appointed to a second term should receive an improved stipend; and that, out of the number appointed for the approaching year there should, at the end of that year, be selected a Senior Assistant Demonstrator who should receive a larger stipend; and that a Senior Assistant Demonstrator should be selected yearly thereafter.

12. In the case of this, as of other departments, we recommend changes, with a view to simplification and aptitude, in the style of the office of the instructors.

13. We recommend that the staff in Anatomy consist of—

(1) Professor of Anatomy.

Appointment recommended: Dr. J. H. Richardson.

(2) Associate Professor and Demonstrator of Anatomy.

Appointment recommended: Dr. Alexander Primrose.

(3) Lecturer on Anatomy.

Appointment recommended: Dr. H. Wilberforce Aikins.

(4) Nine Assistant Demonstrators, including the Senior Assistant to be appointed as above. Minimum duties, two hours a day in instruction and demonstration in the dissecting room; besides work in the osteological and dissecting rooms to be assigned to them by the Demonstrator.

Recommendation as to appointments: It is suggested that these appointments be made on the recommendation of the committee, after consultation with the Associate Professor and Demonstrator.

14. We recommend that Professor Richardson's duty be (at his option to be declared before the first day of July, A.D. 1892) either (a) that of delivering, at the Biological Building, to the first and second year students, fifty lectures or lecture demonstrations, or (b) that of delivering, at the old School Building, to the third and fourth year students, fifty lectures or lecture demonstrations on Topographical Anatomy; and that in the event of his not declaring an option, his duty be that secondly stated.

15. We recommend that Professor Primrose's duties be those described in the eighth clause; and that his didactic work include the delivery of at least 50 lectures or lecture demonstrations.

16. We recommend that it be the duty of the lecturer to give at least 50 lectures or demonstrations, taking that division of the work mentioned in the fourteenth clause, which is not assigned to Professor Richardson.

17. We recommend that it be the duty of the Assistant Demonstrators to give the necessary instruction in Primary Anatomy to their classes in the early part of the session, in addition to the work of demonstration during the session.

18. We recommend that the attention of the Medical Faculty be called to the importance of arranging the time-table so that the work in the dissecting room may interfere as little as possible with the tuition hours.

#### SURGERY.

19. We recommend that the staff consist of—

- (1) Professor of Surgery.  
Appointment recommended: Dr. W. T. Aikins. Minimum duty 50 lectures.
- (2) Professor of Clinical Surgery.  
Appointment recommended: Dr. McFarlane. Minimum duty 50 lectures or lecture demonstrations, or an equivalent number of lectures and clinics. (In this and all other cases two clinics are rated as one lecture.)
- (3) Professor of Clinical Surgery.  
Appointment recommended: Dr. Irving H. Cameron. Minimum duty 50 lectures or lecture demonstrations, or an equivalent number of lectures and clinics.
- (4) Associate Professor of Surgery and Clinical Surgery.  
Appointment recommended: Dr. George A. Peters. Minimum duty 50 lectures or lecture demonstrations, or an equivalent number of lectures and clinics.

#### PATHOLOGY.

20. We recommend that the staff consist of—

- (1) Professor of Pathology.  
Appointment recommended: Dr. John Caven. With duties as to the old School Building, and as to the work and registers there analogous to those prescribed for Professor Primrose in his branch, and including, besides the practical work referred to in his appended memo., the delivery of at least 50 lectures or lecture demonstrations.

We append a resolution and enclosure from the Medical Faculty with reference to this subject. To this case the observations contained in the eighth paragraph of this report as to the nature of the duties, and the necessity of special remuneration apply.

- (2) Demonstrator of Pathology. Minimum duty, 50 lectures or lecture demonstrations, or equivalent practical work.

It is suggested that this appointment be made on the recommendation of the committee, after consultation with the Professor.

#### MEDICINE.

21. We recommend that the staff consist of—

- (1) Professor of Medicine and Clinical Medicine.  
Appointment recommended: Dr. J. E. Graham. Minimum duty, 50 lectures or an equivalent number of lectures and clinics.
- (2) Associate Professor of Medicine and Clinical Medicine.  
Appointment recommended: Dr. A. McPhedran. Minimum duty, 50 lectures or an equivalent number of lectures and clinics.



## (3) Lecturer in Clinical Medicine.

Appointment recommended: Dr. W. P. Caven. Minimum duty, 70 lectures or an equivalent number of lectures and clinics.

## PHARMACOLOGY AND THERAPEUTICS.

## 22 We recommend that the staff consist of—

## (1) Professor of Pharmacology and Therapeutics.

Appointment recommended: Dr. J. M. McCallum. Minimum duty, 50 lectures or an equivalent number of lectures and clinics.

## (2) Demonstrator of Materia Medica and Pharmacy.

Appointment recommended: Dr. O. R. Avison. Minimum duty, 50 lectures or demonstrations.

## GYNÆCOLOGY.

## 23. We recommend that there be—

## A Professor of Gynæcology.

Appointment recommended: Dr. Uzziel Ogden. Minimum duty, 50 lectures or an equivalent number of lectures and clinics.

## OBSTETRICS.

## 24. We recommend that there be—

## A Professor of Obstetrics.

Appointment recommended: Dr. Adam H. Wright. Minimum duty, 50 lectures or an equivalent number of lectures and clinics.

## OPHTHALMOLOGY, OTOTOLOGY, LARYNGOLOGY AND RHINOLOGY.

## 25. We recommend that the staff consist of—

## (1) Professor of Ophthalmology and Otology.

Appointment recommended: Dr. R. A. Reeve. Minimum duty, 20 lectures or an equivalent number of lectures and clinics.

## (2) Clinical Lecturer in Ophthalmology.

Appointment recommended: Dr. G. H. Burnham. Minimum duties, 12 lectures or an equivalent number of lectures and clinics.

## (3) Clinical Lecturer in Laryngology and Rhinology.

Appointment recommended: Dr. G. McDonagh. Minimum duty, 12 lectures or an equivalent number of lectures and clinics.

## HYGIENE.

## 26. We recommend that there be—

## A Professor of Hygiene.

Appointment recommended: Dr. W. Oldright. Minimum duty, 25 lectures.

## TOXICOLOGY.

27. This subject has been heretofore taught to the students in the earlier year by Dr. Ellis, in connection with the practical work in Chemistry, and to the students in the later year by the Professor of Medical Jurisprudence.

We recommend that it be taught for the future in connection with practical laboratory work to the students in both years, and that arrangements should, if possible, be made for such instruction in connection with the laboratories of the School of Practical Science or of the University.

It is impossible to deal satisfactorily with the permanent arrangements except in connection with the arrangements for the teaching of Chemistry, not now completed.

Accordingly, we propose for the next year, pending the completion of such arrangements, the temporary appointment of a Lecturer in Toxicology. Minimum duty, 25 lectures or demonstrations.

We defer the recommendation of the appointee till after the action of the Senate on this report.

#### MEDICAL JURISPRUDENCE.

28. It appears to us that the teaching in this subject can be improved by a reorganization, providing for the appointment of an expert on the legal, as well as one on the medical side, and we recommend that the staff consist of—

(1) A Medical Lecturer. Minimum duty, 45 lectures.

(2) A Legal Lecturer. Minimum duty, 5 lectures.

We defer the recommendation of appointees till after the action of the Senate on this report.

#### MEDICAL PSYCHOLOGY.

29. The condition in this branch has somewhat changed by the addition of the subject to the curriculum of the Medical Council. It is now, therefore, compulsory in both courses. In case an ordinary professorship were continued and Dr. Clark, the present Professor were appointed, difficulties might arise with reference to the attendance of the students of Trinity Medical School on his lectures, without registering with us or payment of our fees; and since Dr. Clark is, as the Superintendent of the Toronto Insane Asylum, a public officer, it may be claimed that the facilities for instruction by him should be open to the students from all quarters, without any requisition as to registration in or payment to one particular institution. Dr. Clark's remuneration at present consists of the fee of \$5 paid by each student, which fee he receives.

It is thought best on the whole to recommend that there be an extra mural Professor in this subject.

Appointment recommended: Dr. D. Clark. Minimum duty, 12 lectures or an equivalent number of lectures and Clinics.

It is recommended that Dr. Clark be entitled to the fee, not exceeding \$5, charged by him to each student, to be collected by him from the student, to whom he will give the necessary ticket. This fee, of course, is extra the lump sum fee payable under the statute for instruction in other subjects.

#### ARTS SUBJECTS.

30. As the new arrangements involve provision for the teaching by the staff in Arts of the Arts subjects, we recommend the abolition of the Professorship of Chemistry, the Demonstratorship of Practical Biology, and the Demonstratorship of Histology.

The provision for this teaching does not fall within our province, but we call the attention of the Senate to the need of early action thereon.



### PROFESSORS NO LONGER ON STAFF.

31. It will be observed that it is proposed to discontinue the Professorship of Primary Anatomy, held by Dr. M. H. Aikins, that of Medical Jurisprudence (including Toxicology), held by Dr. W. W. Ogden, and that of Chemistry, held by Dr. Ellis, and that Dr. Wright has resigned his chair.

We recommend that, as was done in the case of Dr. Thorburn, each of these gentlemen be appointed an Emeritus Professor under the statute.

### SECRETARIAT.

32. Our plan involves the discharge of a considerable part of the present work of the Secretary by Professor Primrose at the Biological Building and Professor Oaven at the old School Building.

It seems to us that a further part would fall properly within the functions of the Registrar; that the preparation of the Calendar should devolve on a Committee of the Faculty; that there would remain very slight duties to be discharged by a Secretary; and that the emoluments of such an office should not exceed \$100 a year; for which we have made provision in the working expenses.

### RETIRING ALLOWANCES.

33. It appears to us that the present provisions as to retiring allowances require reconsideration, and we recommend that they be referred to us for enquiry and report; and that all appointments made under this report be subject, so far as regards retiring allowances, to any modifications of the existing Statute which may be made by the Senate.

### HOSPITAL FACILITIES.

34. It is represented as very important in the interests of medical education that further facilities in connection with clinical work at the Hospital should be if possible obtained.

We do not doubt that on proper representations this can be accomplished, and we recommend that this subject be referred to this Committee for further enquiry, negotiation and report.

### SUMMER SESSION.

35. For some years, under the permissive powers of the Statute, the Faculty have arranged a Summer Session. Of these arrangements, or the fees in respect thereof, neither the Senate nor the Bursar have any cognizance.

The situation has now changed, by reason of the fact that the Medical Council has prescribed a Summer Session.

We recommend that this subject be referred to this Committee for enquiry and report.

### FINANCE, ESTIMATES, SALARIES.

36. We now proceed to deal with the financial condition of the Faculty; the provision for its working expenses, and the allocation of emoluments to the Staff.

37. The number of students, in each year of the course as to which information can be obtained, have been as follows:

	1st year.	2nd year.	3rd year.	4th year.	Totals.
1889-90.....	66	66	67	59	258
1890-1 .....	81	60	63	59	263
1891-2 .....	85	75	67	56	283

38. The fees for preceding years, as reported, have been, including those charged for the Arts teaching, as follows :—

1888. Medical Faculty fees. ....	\$15,277 00
Registration fees .....	395 00
Examination fees earned by staff. ....	440 00
	<u>\$16,112 00</u>
1889. Medical Faculty fees. ....	\$16,888 00
Registration fees .....	385 00
Examination fees.....	500 00
	<u>\$17,773 00</u>
1890. Medical Faculty fees .....	\$18,669 00
Registration fees .....	470 00
Examination fees.....	600 00
	<u>\$19,739 00</u>
1891. Medical Faculty fees .....	\$20,511 00
Registration fees .....	405 00
Examination fees.....	820 00
	<u>\$21,736 00</u>

39. Assuming for the immediate future the numbers following :—

1st year.	2nd year.	3rd year.	4th year.
85	75	70	60

the financial results under the new statute will be as follows :—

1st year, 85 fees at \$75 .....	\$6,375 00
Deduct for Arts fees at \$14 ..	\$1,190 00
leaves net to Medical Faculty.....	\$5,185 00
2nd year, 75 fees at \$75 .....	\$5,625 00
Deduct for Arts fees at \$15 ..	\$1,125 00
leaves net to Medical Faculty.....	\$4,500 00
Gross totals, 1st and 2nd years .....	\$12,000 00
Total to Arts.....	\$2,315 00
Net total to Medical Faculty .....	<u>\$9,685 00</u>
3rd year, 70 fees at \$85 .....	\$5,950 00
4th year, 60 fees at \$85 .....	\$5,100 00
	<u>\$11,050 00</u>
Gross total for four years.....	\$23,050 00
Net total for four years to Medical Faculty.....	\$20,735 00
Add allowance for Examination fees.....	820 00
Registration fees, say .....	425 00
Grand net total to Medical Faculty .....	<u>\$21,980 00</u>

4. Assuming the fees available to be.....	\$22,000 00
Of this amount 40 per cent. (the proportion fixed for working expenses) would be .....	8,800 00
60 per cent. (the proportion reserved for salaries) .....	13,200 00

41. The working expenses of the Medical Faculty, applying as far as possible the results of the past years, may be estimated as follows :—

(a) *Separate Expenses connected with Anatomy.*

Subjects .....	\$400 00
Materials for preservation .....	350 00
Instruments and apparatus .....	100 00
Rent.....	1,200 00
Attendant Biological (part) .....	300 00
Expenses, heating, lighting, water, repairs, sundries* .....	650 00
Total.....	\$3,000 00

(b) *Separate Expenses connected with other Medical Branches.*

Rent (which it is hoped to reduce to \$1,000) .....	\$1,200 00
Repairs.....	250 00
Furnishings.....	175 00
Light.....	75 00
Water .....	75 00
Fuel .....	300 00
Attendant .....	360 00
Say \$2,500.00 .....	\$2,435 00

(c) *Joint Expenses of all Medical Branches.*

Stationery, calender and printing.....	\$500 00
Advertising .....	200 00
Petty.....	50 00
Scholarships.....	240 00
Medals .....	180 00
Deficit Medical dinner .....	140 00
Secretariat expense (main bulk of work to be discharged by Dr. Primrose, Dr. Oaven, a Committee of the Faculty and the Registrar)....	100 00
Sundries.....	100 00

Total, say.....	\$1,500 00
of which, allot to Anatomy, one-third .....	500 00
To other subjects, two-thirds.....	1,000 00
(d) The general result is—	
Anatomy, special.....	\$3,000 00
Proportion of general.....	500 00
	\$3,500 00
Others, special.....	\$2,500 00
Proportion of general.....	1,000 00
	3,500 00
Total .....	\$7,000 00

\* This, being a new charge, cannot be estimated closely.

42. In case it is decided to allot a retiring allowance to Dr. H. H. Wright on the scale authorized by the Statute, acting on the figures of last year, the retiring allowances coming out of the funds for the next three years will be as follows:—

	1893.	1894.	1895.
Dr. Thorburn.....	\$545 52	\$436 42	\$327 32
Dr. Wright.....	806 72	691 47	576 22
	<hr/>	<hr/>	<hr/>
	\$1,352 24	\$1,127 89	\$903 54

43. Adding the retiring allowance charges for the next financial year to the other working expenses the result will be

Working expenses .....	\$7,000 00
Retiring allowances.....	1,352 24
	<hr/>
	\$8,352 24

Which, being deducted from \$8,800.00, the above estimate of the 40 per cent., leaves a surplus of \$447.76 on this head; a very narrow margin, having regard to contingencies on both sides of the account, and also to the need of specimens, preparations and other appliances for teaching, which must be provided.

In this connection it is to be remarked that, while the other working expenses will increase, the amount for retiring allowances will, unless new charges are placed upon the roll, diminish year by year.

#### SALARIES TO BE PAID OUT OF THE SIXTY PER CENT.

##### (1)—SALARIES OTHER THAN THOSE OF PROFESSORS.

##### (a) *Assistant Demonstrators in Anatomy.*

44. We recommend that these should be paid for the first year of service hereafter performed \$50; for the second and any subsequent year at the rate of \$100 a year; and that the Senior Assistant Demonstrator, when appointed, should be paid \$150.

So soon as the funds admit, it may be well to consider whether the stipend for the third and subsequent years should not be increased to \$150, and that for the Senior to \$250.

The scale at present proposed will in the end create a probable charge as follows:—

Senior Assistant Demonstrator .....	\$150 00
6 " Demonstrators at \$100 .....	600 00
2 " " " 50 .....	100 00
	<hr/>
Total .....	\$850 00
But for the first year the charge will be 9 at \$50.....	\$450 00

*(b) Lecturers and Demonstrators.*

45. We recommend that these officers should be paid stated stipends, on a scale fixed by reference to the minimum duty assigned in each case; though that duty must be exceeded in practice.

The scale on which we propose to fix the stated stipend is \$3 per lecture for the minimum duty assigned for the first year; \$4 for the second; and \$5 for the third and any subsequent years of service.

We recommend that those officers who have already served in some capacity should commence at the higher rate of emolument; and this will be necessary also in some other cases to secure efficient teaching power.

46. This would result for the first year as follows:—

(Minimum duty being reckoned in lectures and two clinics being deemed equivalent to one lectures).

OFFICE.	MINIMUM DUTY.	FIXED STIPEND.
		\$ c.
Pathology—Demonstrator.....	50	150 00
Ophthalmology and Otology—Lecturer .....	12	60 00
Laryngology and Rhinology—Lecturer.....	12	60 00
Clinical Medicine—Lecturer.....	70	350 00
Materia Medica—Demonstrator .....	50	250 00
Anatomy—Lecturer.....	50	250 00
Toxicology—Lecturer .....	25	125 00
Medical Jurisprudence—Lecturer—Medical side .....	\$225 00 45	} 275 00
“ “ —Legal side .....	50 00 5	
Total ..		\$1,520 00

47. The totals for these salaries would thus be:

Assistant Demonstrators in Anatomy..... \$450 00  
Lecturers and Demonstrators .....

\$1,520 00

Total .....

\$1,970 00

Deducting this amount from 60 per cent. ....

13,200 00

Leaves ..... \$11,230 00  
available for division among Professors.

*(2)—EMOLUMENT OF PROFESSORS.*

49. We recommend the adoption of the principle of division of the fund according to the minimum duty assigned, which is practically the same under the Medical Council and the University curricula.

Additional duty must, we believe, be in all cases performed; but it is considered that the extra duty required will be approximately proportionate.

It is considered that two clinics equal one lecture; and the duty is stated in lectures.

50. It is understood that the duty involves, as heretofore, that of acting as University Examiner in the case of any officer who may be appointed as such examiner; examiner's fees going, as heretofore, into the general fund.

51. In the special cases of Dr. J. Caven and Dr. Primrose, it is proposed that their yearly emolument shall be guaranteed at a minimum sum of \$1,500 each, being the sum recommended by the Faculty in the case of Professor Caven; and the lowest rate at which the arrangements can be made in either case.

52. This plan would result as follows:—

Minimum duty 745 lectures or their equivalent clinics. Amount available \$11,230. Produces in round figures \$15 per lecture.

Proportion.	Professor.	Minimum duty.	Estimated result. Round figures.
			\$ c.
50—745	Dr. Richardson .....	50	750 00
100—745	Dr. Primrose, (Guaranteed up to \$1,500. Any deficiency to be paid out of surplus or working expenses) .....	100	1,500 00
50—745	Dr. Aikins .....	50	750 00
50—745	Dr. McFarlane .....	50	750 00
50—745	Dr. Cameron .....	50	750 00
50—745	Dr. Peters .....	50	750 00
50—745	Dr. Graham .....	50	750 00
50—745	Dr. McPhedran .....	50	750 00
50—745	Dr. U. Ogden .....	50	750 00
50—745	Dr. A. H. Wright .....	50	750 00
50—745	Dr. J. M. McCallum .....	50	750 00
25—745	Dr. Oldright .....	25	375 00
100—745	Dr. J. Caven, (Guaranteed up to \$1,500. Any deficiency to be paid out of surplus or working expenses) .....	100	1,500 00
20—745	Dr. Reeve .....	20	300 00
	Lectures .....	745	\$11,175 00

53. This division involves a serious reduction in the emoluments of three of the former Professors who are recommended for re-appointment; but we believe it to be alike necessary and just.



## 54. The Professors' emoluments in the first four years were as follows :—

PROPOSED.	1888.	1889.	1890.	1891.
\$	\$ c.	\$ c.	\$ c.	\$ c.
750—Dr. Richardson .....	920 00	1,001 92	1,091 04	1,152 45
1,500— " Primrose, (Lecturer, lately appointed Professor)				
750— " Aikins .....	920 00	1,001 92	1,091 04	1,152 45
750— " McFarlane .....	641 36	698 46	760 60	803
750— " Cameron .....	275 53	300 06	326 75	345 15
750— " Peters, (Demonstrator, lately appointed Professor)				
750— " Graham .....	641 36	698 46	760 60	803 40
750— " McPhedran, (Lecturer, lately appointed Professor)				
750— " U. Ogden .....	920 00	1,001 92	1,091 04	1,152 45
750— " A. H. Wright .....	459 22	500 11	544 60	575 25
750— " J. M. McCallum, (Lecturer, lately appointed Professor)				
375— " Oldright .....	320 68	349 33	380 30	401 70
1,500— " J. Caven, (Demonstrator, lately appointed Professor)				
300— " Reeve .....	183 68	200 04	217 84	230 10

35. In dealing with this aspect of the case the following considerations are to be borne in mind :—

(a) Under the former arrangements, a large sum was charged for instruction on Arts subjects, and received by the Medical Faculty. The instruction provided in these subjects, at the cost of Medical Faculty funds, has been, up to this time, very trifling. This source of revenue has disappeared.

(b) Until this year, the expense attendant on the occupation of part of the Biological Building was avoided. This item, amounting to over \$2,000 a year, has now to be provided.

(c) As to the Pathological Branch, the Faculty has recommended, for obvious reasons, the proposed emolument of \$1,500 a year to Dr. John Caven.

And it is equally obvious that the Anatomical Branch must be provided with the services of a Professor in a like position and with a like emolument.

These two items alone make an additional net charge of over \$2,000.

(d) Various minor necessary appointments have been lately made ; and these and others are now proposed to be placed on a proper footing, involving a considerable aggregate new charge.

(e) A heavy charge has been created by the retiring allowances to Dr. Thorburn and Dr. H. H. Wright, amounting for next year to over \$1,350.

(f) These various diminutions of revenue and increases of charge must, of course, affect seriously the amount available for division among the professors.

(g) Under the former arrangement, almost the whole of the net revenue, after payment of working expenses, was divided among the professors originally appointed ; and their incomes were to increase as that revenue increased.

Thus it will be observed that for 1888 their emoluments were far lower than for 1891 ; and at the earlier date, they stood at a figure, which it is hoped may (with the increased efficiency and enlarged numbers which the proposed arrangements should procure) be soon surpassed.

(h) The results attained improved by

Those nominal returns recognized.

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(h) The work could not have been carried on ; the increased numbers taught ; or the results attained, without the services of the gentlemen whose positions are proposed to be improved by this plan.

Those services have been hitherto rendered either gratuitously or for an almost nominal return, in the reasonable expectation that on a fitting opportunity they would be recognized.

The Senate, some time ago, with general approval, accorded to each one of the gentlemen now proposed to be sensibly advanced, professorial rank.

The cases of two of these, namely, Drs. Caven and Primrose, have been already alluded to, and the proposal as to them stands upon a solid foundation.

It is right that the other three should now receive professorial emolument.

Though the amount involved is not large, yet it cannot be expected that efficient services can be retained unless the officers receive just consideration, and a fair share of the results to which their labors conduce. For these reasons the plan is proposed.

56. The only resource for meeting contingencies, possible losses in revenue, increased expenses, possible retirement allowances, etc., and providing apparatus and appliances, is the accumulated surplus.

This has been, in effect, obtained through the gratuitous instruction of which the faculty has had the advantage in the past.

It stands as follows :—

1888. Surplus .....		\$2,225 97
1889. " including interest allowed by University		
at 5 per cent.....	\$111 29	1,150 54
1890. Surplus including interest allowed by University	148 32	2,469 04
1891. " " " " " "	242 79	2,740 41
		<hr/> \$8,585 96
Total including interest .....	\$502 40	
But from this is to be deducted appropriation, Bacteri- ological Laboratory account.....		\$1,000 00
(Already expended, \$677 42).		
Carpenters' work, painting and supplies, Biological building .....		743 85
		<hr/> \$1,743 85
leaving a balance subject to slight increase or diminution by the result of this year's operations of .....		\$6,842 11

It is absolutely necessary to keep in hand the bulk of this sum. It is the reserve on which we must rely for emergencies. But part of it may well be spent for needed appliances for teaching.

57. It should be understood that in case the interests of medical education require the creation of any further Professorships during the term, the emoluments may be provided by admitting the Professor to share in the 60 per cent. fund, according to his minimum duty.

58. For the purpose of our estimates we have been obliged to compile the statistics necessary to show the financial operations of the faculty for the four completed years. But we do not encumber this report with the details and tables, thinking that they may be more conveniently laid before the Senate in connection with those for the current year by the Finance Committee in their next general report.

All which is respectfully submitted,

EDWARD BLAKE,  
Acting Chairman.

May 3rd, 1892.

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